

The Nexus between Work-Family Conflicts and Organizational Citizenship Behavior: A Study of Executive Level Employees in the Banking Sector of Sri Lanka

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The purpose of this study was to assess the nexus between work family conflict and organizational citizenship behavior in the banking sector in Sri Lanka. This study is carried out as a quantitative explanatory research work. Further, the sample is selected randomly and used simple random sampling technique. This is a cross-industry descriptive research & standard questionnaire was used to collect primary data through a survey. Questionnaires are distributed to a sample of 185 of executive employees who are currently working in banks. To analyze received questionnaires data, SPSS (Statistical Package for the Social Science) was used. To interpret data analyzed and to obtain the result graphical charts, descriptive statistical techniques such as mean, mode, standard deviation and also histograms, correlation and coefficient, simple regression analysis and residual analysis were used. To test the relationship between variables Pearson correlation technique analysis was used. Simple regression analysis was used to identify the degree of the impact of the independent variable on dependent variable was analyzed by using R square value. And also, it was found to be that there is a significant moderate negative relationship between work family conflict and organizational citizenship behavior. Courtesy and Sportsmanship are the dimensions of dependent variable and they were only significant and others were insignificant with the work family conflict. The present study would provide the direction to HR policy makers, employees, supervisors and to future researchers.

Keywords: *Work family Conflict, Organizational Citizenship Behavior, Banking Employees*

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